

Navy Human Resources Community



FY14 Action Plan November 2013

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Navy Human Resources Community FY14 Action Plan

Document Purpose

The Action Plan is the operational document for the Navy Human Resources Community Strategic Plan. The purpose of the Action Plan is to identify specific areas of effort in support of the objectives identified in the Strategic Plan. The Action Plan is a living document and will be adjusted throughout the year as changing requirements dictate.

Document Organization

The Action Plan is organized according to the Strategic Plan imperatives and objectives. The action items are identified along with the cognizant Board of Directors (BoD). The goals and deliverables for each action item are also outlined.

Actions

Strategic Imperative 1: Lead

Strategic Objective 1.1.: Integrate HR considerations early in development of Navy and Joint initiatives.

Actions
None

Strategic Objective 1.2.: Leverage R&D, modeling, and analysis.

Actions

- 1.2.1. Continue development of MPTE modeling catalog. (Requirements BoD)
Goal:
Expand research on available MPTE analytic tools.
Deliverables:
Research MPTE-related tools, including those from OPNAV N1, BUPERS/NPC, OPNAV N8 World Class Modeling, OSD CAPE, and Joint Staff.
Release updated catalog of MPTE-related models.

1.2.2. Validate milestone billet selection process, to include algorithm.
(Management BoD)

Goal:

Ensure the HR community is identifying the right billets for milestone status and increase confidence in the process.
Define the correct frequency for conducting milestone reviews.

Deliverables:

Develop alternative milestone excursions for analysis.
Analyze/compare alternatives and ensure linkage to guiding principles.
Provide leadership with a recommendation on frequency of milestone reviews.
Brief leadership on results/recommendations.

Strategic Objective 1.3.: Employ Navy HR network to enhance customer support.

Actions

1.3.1. Produce quarterly updates of HR Officer Directory. (Requirements BoD)

Goal:

Expand HR community knowledge management and network building.

Deliverable:

Post updated directory to HR Community of Interest (HR COI).

1.3.2. Develop webinars. (Development BoD)

Goal:

Maintain the quality and currency of our community expertise.
Provide a readily available library of training materials.

Deliverable:

Partner with HRCOE to continue to develop and deliver periodic live webinars, and record them to be posted to a learning library.

1.3.3. Develop Civilian Management Section in Learning Locker.
(Management BoD)

Goal:

Improve HR skill set when working with and managing our civilian team.

Deliverables:

Team with ASN (CHR) to identify existing training resources, as well as training gaps.
Develop HR-specific course work to bridge gaps.
Identify billets/career gates where training is recommended.
Add above results to Learning Locker.

- 1.3.4. Execute HR community branding initiative. (Recruiting BoD)
Goal:
Enhance and communicate value of HR community.
Deliverables:
Research opportunities (including review of survey feedback) and make recommendations to leadership.
Execute approved recommendations.

Strategic Imperative 2: Respond

Strategic Objective 2.1.: Deliver HR capabilities to support Navy and Joint execution.

Actions

- 2.1.1. Identify obstacles to increased subspecialty utilization out of NPS and recommend actions to overcome. (Management BoD)
Goal:
Increase subspecialty utilization per published guidance.
Increase inventory of proven subspecialists.
Deliverables:
Working with the HR Detailers, identify obstacles to increasing subspecialty utilization.
Provide a list of recommendations to overcome obstacles.
Provide recommendations to increase OA subspecialists.

Strategic Objective 2.2.: Assess effectiveness of HR service delivery to the Fleet.

Actions

- 2.2.1. Obtain Fleet feedback on HR community's success in producing effective HR officers. (Management BoD)
Goal:
Help deliver better-prepared HR officers in support of HR community's mission.
Deliverables:
Assess degree to which HR officers feel prepared for their assignments and their supervisors feel they are prepared.
Identify optimal skill sets/assignments/career paths for HR assignments.

Strategic Objective 2.3.: Champion efficiencies in service delivery.

Actions

2.3.1. Provide HR Community expertise in support of Pay & Personnel strategic vision and service delivery. (Requirements BoD)

Goals:

Leverage HR community expertise to support future service delivery model.

Support development of long-range PERS-2 workforce plan that identifies workforce requirements for recruitment, workforce shaping, development, and retention to meet PERS-2 needs 3-7 years out.

Support development of short-term staffing plan that identifies specific PERS-2 hiring, development, and workforce shaping actions needed in the next two years.

Deliverables:

To be determined in conjunction with PERS-2 Workforce Planning Team.

Strategic Imperative 3: Evolve

Strategic Objective 3.1.: Refine and align HR competencies to maximize value for the Navy.

Actions

3.1.1. Review Core Competency Area (CCA) billet alignment. (Management BoD)

Goal:

Ensure proper alignment of CCAs with work performed in each billet.

Deliverables:

Conduct a deep-dive across all three components to validate alignment and/or identify misalignment of CCAs.

Recommend additional CCAs (if necessary) to better align CCAs to billets.

Recommend final list of CCAs with billets.

3.1.2. Create a Training Officer Guide. (Development BoD)

Goal:

Improve the understanding of the Training Officer position and provide better prepared officers to the Fleet.

Deliverable:

Develop draft and final guides.

Strategic Objective 3.2.: Leverage opportunities to integrate the HR community.

Actions

- 3.2.1. Integrate PS/NC into HR community of practice. (Recruiting BoD)
Goal:
Establish a broader HR community of practice by working more closely with the PS and NC ratings.
Deliverable:
Execute actions associated with leadership direction pursuant to Community Integration Concept of Operations.
- 3.2.2. Advance HR Reserve integration. (Recruiting BoD)
Goal:
Develop and implement a strategic communications plan to better distribute important community information and training to HR Reserve members.
Deliverables:
Develop interview questions.
Interview Deputy Regional Captains and SelRes sample.
Develop quarterly brown bag schedule for drill weekend delivery to provide greater availability of valuable information during drill time.
Develop strategic plan to enhance communication and connectivity while responding to survey feedback.
- 3.2.3. Identify 120x junior officer Fleet-facing and operational billet opportunities. (Requirements BoD)
Goal:
Grow expertise and position HR officers in billets that influence Fleet operations and readiness.
Deliverables:
Review Navy billet base for “best alignment” opportunities.
Consolidate and prioritize proposed adjustments.
Recommend internal realignments to EB.
Propose realignment among community leaders, as appropriate.
- 3.2.4. Develop financial management certification plan. (Development BoD)
Goal:
Develop trained and certified financial management members as required by new legislation.
Deliverable:
Develop financial management certification plan for the HR community.

Strategic Objective 3.3.: Foster and develop an optimized HR community workforce.

Actions

- 3.3.1. Continue mentoring/onboarding implementation. (Recruiting BoD)
Goal:
Continue to improve the HR community's Mentoring and Onboarding Programs to better meet the needs of HR officers and community by ensuring that regions have tools and program understanding required to accomplish these critical functions.
Deliverables:
Deliver Mentoring Program webinar.
Deliver Onboarding webinar.
Develop interview questions.
Interview Regional Captains.
Conduct position-specific training to Regional Mentoring Coordinators and Regional Sponsor Coordinators.
- 3.3.2. Review 1205 billet base. (Management BoD)
Goal:
Contribute to a more viable and sustainable 1205 community.
Deliverables:
List potential billet adds.
Assess current 1205 billets.
Assess 1205 billet base.
- 3.3.3. Develop recertification guidance. (Development BoD)
Goal:
Streamline recertification steps to increase the certified HR officer population.
Deliverable:
Create repository and tools which will aid HR officers in the recertification process.
- 3.3.4. Update/Revise HRCOE courses. (Development BoD)
Goal:
Improve training. Deliver better prepared officers.
Deliverable:
Partner with HRCOE to review, update, and improve HRCOE course continuum.
- 3.3.5. Redesign Learning Locker. (Development BoD)
Goal:
Increase Learning Locker utilization and enhance HR development and communication.
Deliverable:
Create a redesign to improve the accessibility of HR tools/resources.